



## Administrative Progress Report (APR) October 2007

**To: POST Commissioners and Advisory Committee Members**

**From: MICHAEL C. DiMICELI**  
**Interim Executive Director**

The Administrative Progress Report (APR) is a monthly status report that informs POST Commissioners and the California law enforcement community of recent progress on POST projects and instructional programs under development, and other information of importance to our mission to continually enhance the professionalism of California law enforcement.

### **NEW INTERIM EXECUTIVE DIRECTOR**

Hal Snow officially began his well-deserved retirement on October 29, 2007. Paul Cappitelli, the new Executive Director, was on hand to celebrate Hal's last day at work.

Mr. Cappitelli will officially report to work Tuesday, November 13. From October 29 until November 13, the Commission named Assistant Executive Director Mike DiMiceli as the Interim Executive Director to replace Hal. During that period, Mr. DiMiceli will continue to be in charge of the Field Services Division.

Questions about the new Executive Director or Interim Executive Director may be directed to Administrative Assistant Karen Hightower, Executive Office, at (916) 227-2803 or [Karen.Hightower@post.ca.gov](mailto:Karen.Hightower@post.ca.gov).

### **REVISION TO POST PEACE OFFICER SELECTION STANDARDS SHOWCASED AT ANNUAL CONFERENCE OF THE CALIFORNIA ASSOCIATION OF LAW ENFORCEMENT BACKGROUND INVESTIGATORS**

The draft revision of the POST peace officer selection standards was the topic of the kick-off presentation at the Annual Conference of the California Association of Law Enforcement Background Investigators (CALEBI) held October 1-3, 2007, in South Lake Tahoe. The presentation by Senior Personnel Selection Consultant Shelley Spilberg, Ph.D., described the proposed changes to the current POST standards (Regulation 1002, and POST Procedures C-1 and C-2). Changes in all phases of the selection process were addressed, including reading and writing ability, oral interview, medical and psychological screening; however, the focus of the presentation was on the regulatory changes to the background investigation.

In addition, POST Legislative Liaison Bob Stresak discussed early work on an effort to propose legislative changes in the timing of the conduct of the background investigation with reference to the conditional offer of employment.

Questions about the revision to the selection standards should be directed to Senior Personnel Selection Consultant Shelley Spilberg, Ph.D., Standards and Evaluation Services Bureau, at (916) 227-4824 or [Shelley.Spilberg@post.ca.gov](mailto:Shelley.Spilberg@post.ca.gov).

## **LEARNING TECHNOLOGY RESOURCE CENTER SURVEY REVEALS OFFICER SAFETY AS NUMBER ONE TOPIC OF INTEREST**

From September 24 through October 5, 2007, the Learning Technology Resource Center (LTRC) conducted an online course topic survey. POST Learning Portal users were asked which subjects they wanted to see in upcoming online courses.

Highlights of the results include the following:

- 828 surveys completed
- Following five subjects ranked as most desirous for online presentation:
  1. Officer Safety (460 votes)
  2. Investigations (452 votes)
  3. Special Crimes (ID Theft, Fraud) (425 votes)
  4. Gangs (375 votes)
  5. Narcotics (303 votes)
- Users wanted more online courses for mandated training requirements

Several projects that match user requests are now underway. A project to develop officer safety training based on the *Law Enforcement Officers Killed and Assaulted* report findings has just begun. Online content for investigations performance support and a search warrant tool are in development. “First Aid/CPR,” which helps agencies meet the mandated training requirement, will be available spring 2008.

This survey is just one component of a larger strategy for ensuring that the POST Learning Portal continues to meet the training needs of law enforcement. Additional opportunities to provide input will be offered in the future. Interviews, focus groups, and surveys will be used (in addition to portal usage reports and Course Evaluation Instrument results) to plan for future portal courses and features.

A report on the survey process, the survey results, and a PDF copy of the survey are available on the Learning Portal at <http://www.lp.post.ca.gov>. Questions about the online course topic survey may be directed to Senior Instructional Designer Catherine Bacon, Learning Technology Resource Center, at (916) 227-4546 or [Catherine.Bacon@post.ca.gov](mailto:Catherine.Bacon@post.ca.gov).

## **POST STAFF ATTEND ANNUAL CONFERENCE OF THE INTERNATIONAL ASSOCIATION OF CHIEFS OF POLICE**

POST staff attended the International Association of Chiefs of Police (IACP) Conference in New Orleans, Louisiana. The conference focus was “Law Enforcement Education and Technology” and featured a wide variety of meetings, workshops and networking events, and a vendor trade show.

Senior Personnel Selection Consultant Shelley Spilberg, Ph.D., participated in several sessions during the conference. At a pre-conference workshop on October 12, Dr. Spilberg made a presentation on the status of the revisions to POST psychological screening regulations and guidelines and was the moderator for a symposium entitled “Research With a Pragmatic Purpose: Finding the Link Between Our Tests and Procedures and External Criteria of Importance to Our Agency Clients.” Dr. Spilberg chaired a session entitled “State of the Art in Personality Measurement” held by the IACP’s Police Psychological Services Section. Dr. Spilberg also gave an informal presentation to the Police Physician Section on the status of the POST Medical Screening Manual and the guidelines on seizure disorders in particular.

Interim Executive Director Mike DiMiceli represented POST at meetings of the International Association of Directors of Law Enforcement Standards and Training (IADLEST). On October 15, he was a member of a panel presentation in the workshop entitled “Today’s Electronic Control Weapons: Policies and Training.”

Senior Consultant Bryon Gustafson attended sessions covering organizational change and law enforcement research.

Questions about the IACP Conference may be directed to Senior Personnel Selection Consultant Shelley Spilberg, Standards and Evaluation Services Bureau, at (916) 227-4824 or [Shelley.Spilberg@post.ca.gov](mailto:Shelley.Spilberg@post.ca.gov), or to Interim Executive Director Mike DiMiceli, Executive Office, at (916) 227-2808 or [Mike.DiMiceli@post.ca.gov](mailto:Mike.DiMiceli@post.ca.gov).

## **DISTANCE LEARNING PLAN FOR THE DELIVERY OF WEB-BASED TRAINING PRESENTED TO THE COMMISSION**

Pursuant to Strategic Plan Objective B.7: “Develop a POST distance learning plan for the delivery of web-based training,” the framework for e-learning was unveiled at the October Commission meeting. The *POST E-Learning Plan* is an initial road map for the soon-to-be-formed E-Learning Advisory Council. It is meant to stimulate communication about e-learning that will lead to the development of policies for distance learning and access to resources. The plan addresses the philosophies, goals, and issues surrounding e-learning for the law enforcement community.

The Commission approved the framework for e-learning as articulated in the document entitled *POST E-Learning Plan* (Version 1.0).

Questions about the distance learning plan may be directed to Supervisor Jan Myyra, Learning Technology Resource Center, at (916) 227-4550 or [Jan.Myyra@post.ca.gov](mailto:Jan.Myyra@post.ca.gov).

## **STUDY INITIATED ON MOTOR SKILLS DEVELOPMENT CURRICULUM FOR INSTRUCTOR COURSES**

In response to an issue discussed during the September Academy Directors' Consortium meeting, staff has initiated a study to determine the need for motor skills acquisition training for certain courses required by POST Regulations 1070 (Minimum Training Standards for Instructors of POST-Certified Specialized Subjects) and 1082 (Minimum Content Requirements for Instructor Courses).

The Consortium discussed centered on the potential benefit of a course that focuses specifically on teaching psychomotor skill acquisition principles in courses such as firearms, defensive tactics, and vehicle operations.

A working committee has been formed and a review of the motor learning literature initiated. The committee's intent is to present its preliminary findings at the Instructor's Standards Advisory Council meeting in November and at the Basic Academy Consortium in December. It is anticipated that staff will work collaboratively with these groups to determine whether instructor course curricula should be modified.

Questions about the motor skills development curriculum study may be directed to Bureau Chief Ken Krueger, Standards and Evaluation Services Bureau, at (916) 227-4832 or [Ken.Krueger@post.ca.gov](mailto:Ken.Krueger@post.ca.gov).

## **BASIC COURSE CERTIFICATION REVIEW UPDATE PLANNED**

The Basic Course Certification Review (BCCR) process provides regular, detailed assessments of Academy operations to ensure the quality, integrity, and safety of entry level peace officer training in California. Periodically, POST updates its own practices in order to improve the efficiency and quality of service delivery for participating agencies. POST's Strategic Plan Objective B.9 states that POST will: *Study the feasibility of upgrading the present POST Basic Course Certification Review (BCCR) process to an accreditation program.*

The first BCCR Update meeting was held in San Diego. Subject matter experts, including Academy Commanders and Directors, examined the current BCCR process and discussed development of policy changes, upgrades, or modifications to the existing process which may include elements of accreditation. Additional meetings will continue to address these areas. At the conclusion of the meetings, POST will determine the feasibility of an Academy accreditation program for entry-level peace officer training academies. Work on the project began in October, and completion of the update is tentatively scheduled for summer of 2008.

Questions about the Basic Course Certification Review Update may be directed to Senior Consultant Tami Evans, Basic Training Bureau, at (916) 227-3467 or [Tamara.Evans@post.ca.gov](mailto:Tamara.Evans@post.ca.gov).

## **DEVELOPMENT OF UPDATED *LEGAL ACTIONS INVOLVING PEACE OFFICERS* TELECOURSE BEGINS**

The California POST Training Network has started development of a new telecourse program on *Legal Actions Involving Peace Officers*. This DVD video program will update the original 1995 telecourse and will examine criminal, civil, and administrative investigations that peace officers may face in the course of performing their duties. The benefits of training, preparation, and cooperation among legal counsel, union representatives, and administrators will be major themes of the program.

The program will be scenario-based and will highlight best practices, the importance of documentation, and officer rights and concerns. The audience for the telecourse is comprised of general law enforcement officers, supervisors, and administrators. The *Legal Actions Involving Peace Officers* telecourse is tentatively scheduled for release in late spring 2008.

Questions about the *Legal Actions Involving Peace Officers* telecourse may be directed to Senior Consultant Jody Buna, Training Program Services Bureau, at (916) 227-4896 or [Jody.Buna@post.ca.gov](mailto:Jody.Buna@post.ca.gov).

## **NEXT STEPS FOR RECRUITMENT ACTIONS DELINEATED**

The next steps to be taken in support of law enforcement recruitment were articulated at the October Commission meeting. Pursuant to Strategic Plan Objective C.6: “Develop a comprehensive plan for POST’s role in addressing law enforcement recruitment issues,” the Commission approved the three following actions:

- **Increase Awareness of Best Practices** - POST staff will renew efforts to increase local law enforcement awareness of the current best practices. Recent best practices publications will be re-disseminated to local law enforcement. This will be partially accomplished by POST staff working closely with the California Police Chiefs’ and Sheriffs’ Associations.
- **Study the Feasibility of an Online Registry** - POST will study the feasibility of establishing an online “registry” for individuals seeking law enforcement positions. The registry will be accessible via the POST website. Candidates will be able to input information concerning their qualifications and express a preferred geographical location. Hiring agencies would have access to the information and have the capability of contacting prospective candidates. The Registry would include both candidates with and without prior law enforcement experience.
- **Study the Feasibility of an Online Self-Assessment Center** - POST will study the feasibility of establishing an online candidate self-assessment center. Participation in the self-assessment center would be voluntary. As with the Registry, the self-assessment center would be on the POST website. The self-assessment battery could consist of practice written tests, a psychological suitability questionnaire, practice writing exercises, and a physical fitness inventory.

Questions about recruitment support may be directed to Senior Consultant Kate Singer, Training Program Services Bureau, at (916) 227-4829 or [Kate.Singer@post.ca.gov](mailto:Kate.Singer@post.ca.gov).

## **POST AND CSU DISCUSS COLLEGE CREDIT AND DEGREE COMPLETION**

In furtherance of POST Strategic Plan Objective C.7: “Study the feasibility of awarding college credit for POST’s premier training courses (e.g., MIDP, SBSLI, etc.),” staff met with representatives of California State University, Monterey Bay (CSUMB) in October. This was the third in a series of exploratory meetings to assess the feasibility of CSUMB awarding college credit for POST coursework. Additionally, discussions were furthered around the concept of an undergraduate (Bachelor of Arts) degree completion program for POST clients.

The college credit design would likely require students in pre-approved POST courses to simultaneously enroll in a corresponding CSUMB course. This is necessary in order to ensure that a student has received the fundamental core knowledge in the area of intended concentration. The majority of the college credit coursework would consist of the POST course, with additional academic components remaining between the student and CSUMB. This design would allow POST to maintain control of its curriculum and course offerings, while CSUMB would maintain academic rigor (above and outside of the POST course). All costs associated with college credit would be borne by individual students who would elect to enroll with CSUMB at the start of a POST course.

The degree completion program concept would be designed to accommodate a “typical” peace officer (without an undergraduate degree) profile. It would fall into CSUMB’s “Integrated Studies” major, which is intended for individuals utilizing coursework from different disciplines. Depending on the individual scenario, an Associate’s degree would probably be required to be completed first. Units from POST/CSUMB courses would then be combined with an officer’s Associate of Arts degree. Officers then would have a list of required or elective courses to be completed at CSUMB or (potentially) online to obtain a Bachelor’s degree.

Separate from the CSUMB talks, staff will debut a new webpage via the POST website at the January Commission meeting. This new webpage will detail ways and means by which an interested officer, dispatcher, or records clerk can earn a college degree through a variety of public and private schools around the nation.

Questions about college credit/degree completion may be directed to Senior Consultant Bryon G. Gustafson, Training Program Services Bureau, at (916) 227-3902 or [Bryon.Gustafson@post.ca.gov](mailto:Bryon.Gustafson@post.ca.gov).

## **PHYSICAL TRAINING INSTRUCTOR COURSE PRESENTED IN FRESNO**

In October, the Basic Level Physical Training Instructor Course was presented at the State Center Regional Training Center/Fresno City College. POST staff, with instructors from the host academy, trained 22 Basic Academy Physical Training Instructors.

Questions about the Physical Training Instructor course may be directed to Senior Personnel Selection Consultant Michael Catlin, Standards and Evaluation Services Bureau, at (916) 227-2570 or [Michael.Catlin@post.ca.gov](mailto:Michael.Catlin@post.ca.gov).

## **CALENDAR OF EVENTS ON THE POST WEBSITE**

Due to security concerns, the POST Calendar of Events is located in the Flagship Network on the POST website. The Flagship Network is an electronic bulletin board for the Commission and sworn law enforcement personnel accessed through a user identification and password.

Information about obtaining access is located at [http://www.post.ca.gov/library/p\\_ch/flagship\\_bb.asp](http://www.post.ca.gov/library/p_ch/flagship_bb.asp). If you have access to the network but have forgotten your user identification or password, please send an email to [clearinghouse@post.ca.gov](mailto:clearinghouse@post.ca.gov).

## **LEGISLATIVE UPDATE**

Information regarding bills with a Commission position appears on the following page.

REPORT DATE: October 31, 2007



## STATUS OF CURRENT LEGISLATION

The following are bills in Legislative Session 2007-08 on which the Commission has taken, or will consider taking, a position.

Bill # and Author	Title, Summary and Commission Position	Status of Bill
<a href="#"><u>AB 587</u></a> (Karnette)	<b>Anti-terrorism Training:</b> This bill appropriates \$2.5M to POST for anti-terrorism training. <b>Commission Position:</b> Support.	<b>Chaptered</b>
<a href="#"><u>AB 1229</u></a> (Carter)	<b>POST Commission:</b> This bill would require that the Commission on Peace Officer Standards and Training (POST) consist of 15 members appointed by the Governor, as specified. The bill would require four Commissioners to have demonstrated leadership in the recognized employee organization having the right to represent the member. The bill would add a 16th member, a California peace officer of the rank of sergeant or below with a minimum of 5 years of experience who has demonstrated leadership in a California-based law enforcement association. <b>Commission Position:</b> No position.	<b>Chaptered</b>
<a href="#"><u>SB 756</u></a> (Ridley-Thomas)	<b>Criminal Investigations:</b> This bill would require that on or before December 31, 2008, the Department of Justice, the Commission on Peace Officer Standards and Training, and specified law enforcement-related entities develop guidelines for policies and procedures for the collection and handling of eyewitness evidence in criminal investigations. The guidelines would be transmitted to the Legislature with recommendations for any legislation needed to enforce the guidelines. This bill also requires that the Attorney General report to the Legislature on the training of, and voluntary compliance with, the recommendations. <b>Commission Position:</b> Oppose.	<b>Vetoed 10/13/07</b>